

Selectmen's Minutes  
Team Building Exercise  
5 June 2000  
9:00am - 2:30pm

The Board of Selectmen attended a Team Building Workshop conducted by CFNH's Senior Consultant Thomas Mahon at the Compensation Funds of New Hampshire at 46 Donovan Street Concord, NH 03301 Those present included Jack Steiner, George Lagassa, Lloyd Sullivan (Selectmen), and Russell McAllister (Town Administrator). Tom Mahon provided notes of the exercise, which are listed below.

*June 8, 2000*

*Board of Selectmen  
Town of North Hampton  
237 Atlantic Avenue  
PO Box 710  
North Hampton, NH 03862*

*Re: Summary and Results of Board Retreat, 6/5/00*

*Gentlemen:*

*Attached are the results of the work you did at the session on Monday. I have tried to identify the major topics by underlining, listing the sub-topics and any priorities attached. You will note toward the end of the document that I have shown the issues that the Board identified as having a priority as you move through the year. The meeting indicated that Town Hall space and commercial development on Route 1, as evidenced by the sewer discussion, as high priorities.*

*I wish to commend the Board members for their openness and willingness to pursue other approaches to solving long-standing issues. The results are evident in the summary.*

*In closing, I would like to thank you for the opportunity to work with you as you develop a plan of action for the coming year. I wish you luck in implementing the plan. If CFNH can be of any further assistance, do not hesitate to contact us.*

*Sincerely,*

*Thomas J. Mahon  
Senior Consultant*

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### **Major Issues Facing the Board**

Credibility  
Keeping people informed  
Build out issues

- Growth
- Population

### **Quality of life issues**

Sewer hookups

- means to diversify tax base through commercial/industrial development by reducing development costs because septic not needed

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North Hampton Today

14.6 Square Miles

4400 Population

2500 Total Parcels

2000 Taxable Parcels

100,000 Cars per day – I95, RT 1A

52 Town Employees

44 F/T

+ Library

+ Schools

520 Students

pre-K - 8

100 + High School

Decline in call firefighters

Majority of employees do not live in town

- Low pay scale (currently near the low end of the comparable range)

- 20years of service/45 years of age issues

"Crowded" Town Hall

Tax Base

- 83% residential
- 15% commercial/industrial
- 2% utilities

Commercial/growth continues

Loss of commercial valuation \$7m??

No capital improvement plan - yet

No sewer system

"Donor" community

Social/economic/technology divisions

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Lack of adequate Electronic Infrastructure, especially on east side of town

16% of single family dwellings are mobile homes - impact on schools?

Commercial Lots/Buildings

- small
- old
- 500 foot deep zone

### **"Town Center"**

**Priority: On-going**

A possible means to enhance community cohesion and activities

Little River Water Shed  
Lack of Pedestrian Access  
Bike Lane  
Pedestrian overpass

### **Sewer**

**High Priority**

Sewer System As catalyst for commercial and other development?

May make existing properties more valuable and therefore more desirable for development  
If more valuable, then possibly encourage utilities to upgrade systems for better access to technology.

- 4 miles could be sewerred along Route 1 in N. Hampton
- Contact Rye (a mile or less between end of system in Portsmouth and N. Hampton?)
- Determine Portsmouth capacity
- Determine financial impact of sewers for N.Hampton (regional planning?)
- Explore funding sources (tax increment financing?)

### **Town Hall Office Space**

**High Priority**

- 800 square feet
- Archived Information stored in many other locations

Expand Useable Space Upstairs, then Bump" out back

Special Meeting Process timing, notice, application to court

Temporary solution?

Rent existing space?

- Town complex – [move to shopping center?]
- on Rt. 1
- Hobbs property?

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**Employee Relations**

**Priority: On-Going**

Maintain reasonable pay for town employees  
Manage impact of negotiated settlements  
Where do we want to be in the comparable range

**Methods of Communication**

**Priority: On-Going**

Library Newsletter  
Town Newsletter  
Web Page  
Signs  
Notices  
Call-ins

**Explore Use of Credit Cards for Payments to Town**

Contact Bank  
Tracking Payments  
Accuracy of data

**Contact School District Regarding Student Demographics**

Where do the students live so that the Town can gauge the impact of current and new housing and housing types have on student population.

**Acquisition/Retention of Conservation Land**

Some desire to let town's people know about current town holdings and activities

Respectfully,

Russell McAllister  
Town Administrator